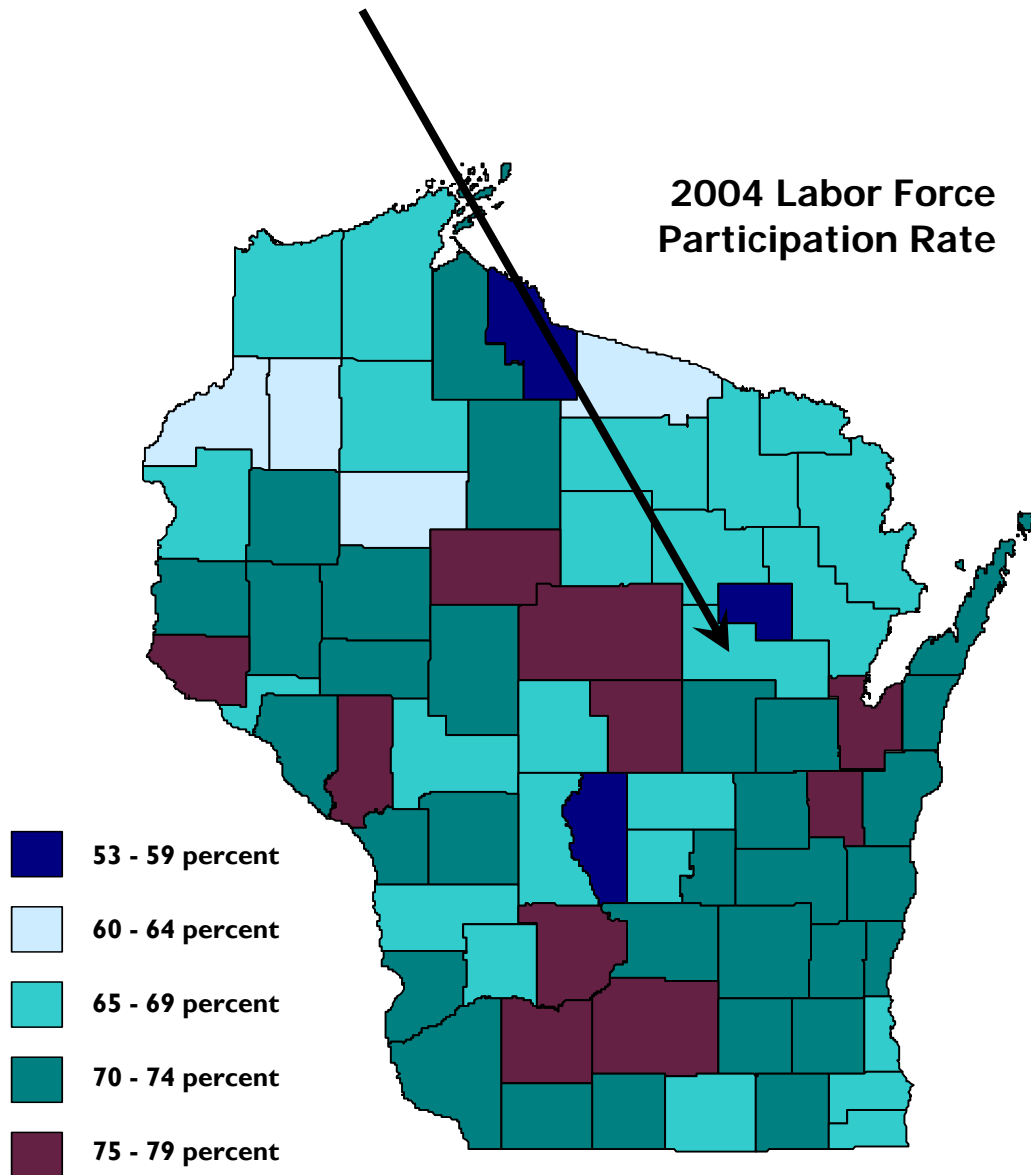


Shawano County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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County Population and Labor Force

Shawano County's population growth rate increased at a slower pace than the state and nation between 2000 and 2005. Since 2000, the population in the county increased by 1,365 residents. Projections for the period 2000 to 2020 indicate that the county is expected to have a slower growth rate than the state and the nation. The overall growth rate for the county through 2020 is expected to be 10.8 percent, compared to 13.9 percent for the state and 19.3 percent for the nation.

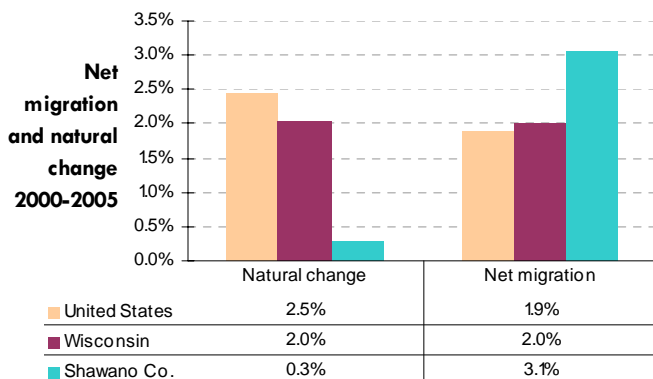
The percent of the population aged 16 years and over that is currently in the labor force is 68.3 percent. This is just below the statewide average of 70.8 percent but above the nation's participation rate of 65.4 percent. The percentage of workers in the labor force fluctuates on a monthly and annual basis depending on where we are in the economic cycle during the year, as well as how the overall economy is doing. Generally, the participation rate in Wisconsin is above the national average with Wisconsin's labor force participation rate usually in the top five nationally. A disadvantage of a high participation rate is that it indicates that the number of residents who want to work has reached a maximum. If that occurs, then how do you create more jobs without a pool of available workers?

The county has a participation rate that is just below the average for Wisconsin, however, this does not necessarily mean that the area has surplus of workers available to enter the labor force. The make-up of the county's population by age group indicates that the county may actually be looking at a labor shortage at some point in time. The percentage of the popula-

Five largest municipalities in Shawano County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Shawano County	40,664	42,029	1,365	3.4%
Shawano, City	8,298	8,488	190	2.3%
Wescott, Town	3,653	3,768	115	3.1%
Washington, Town	1,903	1,997	94	4.9%
Belle Plaine, Town	1,867	1,912	45	2.4%
Richmond, Town	1,719	1,854	135	7.9%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



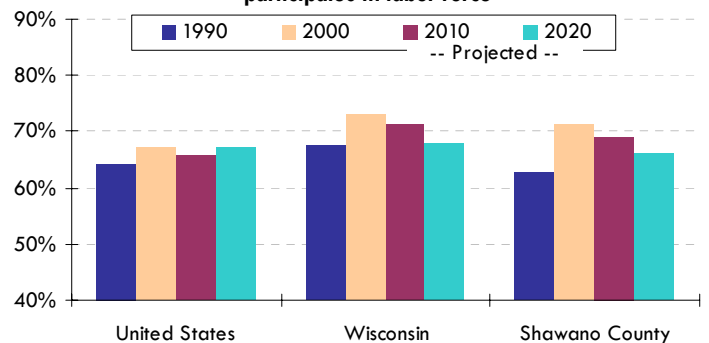
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Shawano County
Total population in 2000	281,424,602	5,363,715	40,664
Population est. Jan. 1, 2005	295,160,302	5,580,757	42,029
Change	13,735,700	217,042	1,365
% change	4.9%	4.0%	3.4%
2005 Labor force population*	224,837,000	4,339,938	32,963
Share of total population	76.2%	78%	78.4%
Labor force	147,125,000	3,071,179	22,513
Labor force participation rate	65.4%	70.8%	68.3%
2005 Population 16 yrs. & over	228,621,674	4,417,313	33,599
16-24 yrs old	37,489,370	743,764	5,263
Share of population 16+ yrs	16.4%	16.8%	15.7%
25-59 yrs old	142,248,896	2,708,865	19,100
Share of population 16+ yrs	62.2%	61.3%	56.8%
60 yrs and older	48,883,408	964,684	9,236
Share of population 16+ yrs	21.4%	21.8%	27.5%
Projected population: 2020	335,804,546	6,110,878	45,058
Population 16 yrs. & over	264,085,104	4,869,573	36,369
16-24 yrs old	37,918,865	681,586	4,267
Share of population 16+ yrs	14.4%	14.0%	11.7%
25-59 yrs old	150,678,402	2,756,884	19,854
Share of population 16+ yrs	57.1%	56.6%	54.6%
60 yrs and older	75,487,837	1,431,103	12,248
Share of population 16+ yrs	28.6%	29.4%	33.7%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

tion in the age groups under age 60 are below the state and nation, while the percentage of the population over age 60 is well above the state and national average and is projected to remain above through 2020. This indicates that a higher portion of the county's population is retired or at least at retirement age and worker growth is potentially limited. This could place limits on future economic expansion.

Revised Labor Force

The county's labor force had its largest increase of workers between 1993 and 1994 when it increased by 1,690 workers. This occurred about two years after the 1991 recession while the nation was beginning a relatively long economic growth period. There is also another large increase in the county's labor force in 2000, this was the period just before the most recent recession. However, the change in labor force at this point in time may be the result of a change in the estimating process as a result of the 2000 census and created a break in the data.

The county's unemployment rate reached a low point in 1999 and 2000 at 3.5 percent. During the last fifteen years, the county's unemployment rate has been above state and national averages.

The rate in the county increased with the onset of the recession in 2001. Although the recession also ended in 2001, the unemployment rate continued to rise through 2003 when it reached 5.6 percent. Since that time, the number of unemployed and the rate has dropped. Currently the labor force in the county includes 22,513 participants. Although the unemployment rate has moderated during the last year, the number of workers estimated to be unemployed remains above the long term average of 1,022.

Shawano County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	18,378	17,461	917	5.0%
1991	18,452	17,185	1,267	6.9%
1992	17,933	16,760	1,173	6.5%
1993	18,365	17,368	997	5.4%
1994	20,055	18,961	1,094	5.5%
1995	20,464	19,456	1,008	4.9%
1996	20,590	19,668	922	4.5%
1997	21,235	20,302	933	4.4%
1998	21,116	20,271	845	4.0%
1999	20,430	19,709	721	3.5%
2000	22,098	21,317	781	3.5%
2001	22,532	21,473	1,059	4.7%
2002	22,667	21,463	1,204	5.3%
2003	23,099	21,816	1,283	5.6%
2004	22,513	21,380	1,133	5.0%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

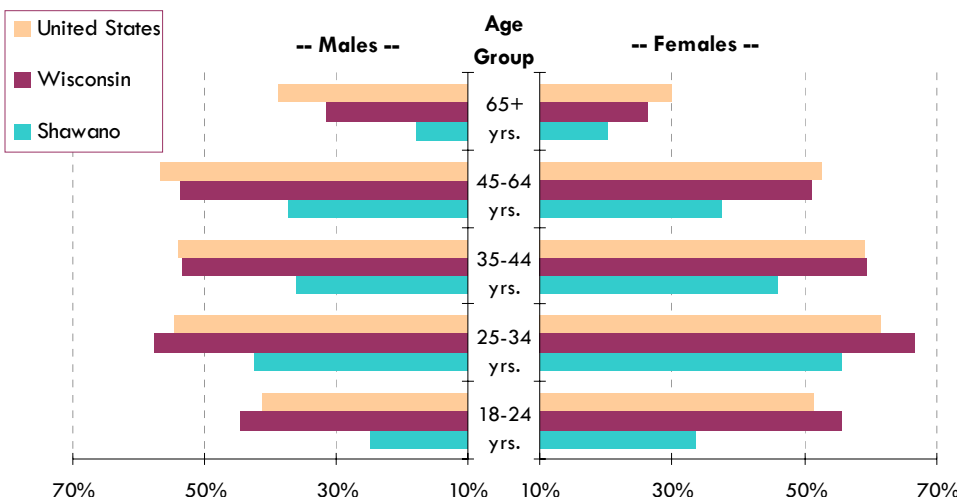
The focus of this county's analysis to this point has been on quantitative changes in Shawano County's population and labor force. At this point we will move to information on the quality of the county's labor force in comparison with the state and nation by age and gender.

Among the ways which experts measure the overall quality of a region's skilled workforce is through an analysis of the level of education attainment among the population. An example of this is depicted in the graph below. In reviewing this data, a number of significant trends are apparent. The county

is surpassed by the state and national averages in the level of post-secondary education (measured as attendance at either a technical or community college and/or four-year college or university) at each of the five age levels for both males and females.

The percentage of females in the county exceeds males in post-secondary education in every age bracket except the 45-64 year bracket, where the percentage of both males and females with post-secondary education is 37.3 percent. State and national trends are similar to this through age 44, however after that age, the percentage of males with post-secondary education is higher than that of females in the population.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

The average wage for all jobs in Shawano County in 2004 was \$24,991. This was 71.9 percent of the statewide average. Only one of the county's industry groups had an average wage above the state average and that was the natural resources industry which accounts for 3.6 percent of the county's jobs.

The highest paying industry in the county is manufacturing at 33,283. The wages in this industry, however, were only at 75.4 percent of the state average. Wages for the financial activities industry were the second highest in the county (\$29,477). This was only at 65.4 percent of the state average.

Manufacturing not only has the highest average wage, it also is the greatest source of wages in the county. Manufacturing provides \$77.5 million in wages to its workers. The industry has the second greatest number of workers of any industry group providing 18.2 percent of the county's jobs. These jobs represent a larger portion of the county's payroll providing 24.2 percent of all wages paid in the county. The industry had an increase of 128 jobs between 2003 and 2004.

Trade, transportation and utilities had the second highest payroll in the county, and the greatest the number of workers. However, unlike manufacturing, the sector does not provide

Average Annual Wage by Industry Division in 2004

	2004	2004		
	Wisconsin	Shawano County	Percent of Wisconsin	1-year % change
All Industries	\$ 34,749	\$ 24,991	71.9%	4.2%
Natural resources	\$ 27,399	\$ 28,808	105.1%	5.7%
Construction	\$ 41,258	\$ 28,793	69.8%	3.5%
Manufacturing	\$ 44,145	\$ 33,283	75.4%	-0.5%
Trade, Transportation, Utilities	\$ 30,088	\$ 24,358	81.0%	11.2%
Information	\$ 41,759	suppressed	Not avail	Not avail.
Financial activities	\$ 45,103	\$ 29,477	65.4%	3.6%
Professional & Business Services	\$ 39,580	\$ 26,855	67.8%	3.0%
Education & Health	\$ 36,408	\$ 27,467	75.4%	5.2%
Leisure & Hospitality	\$ 12,295	\$ 12,247	99.6%	6.4%
Other services	\$ 20,207	\$ 12,605	62.4%	2.7%
Public Administration	\$ 36,347	\$ 24,145	66.4%	-2.8%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

a greater portion of the county's wages than it provides jobs. With its 2,625 jobs making up 20.5 percent of the total jobs in the county, its wages provide 20.0 percent of the total payroll for the county. While many of the jobs in the transportation and utilities portion of the industry pay well, jobs in the trade sector are affected by lower wages, and more part time work. The ratio of jobs to wages is quite apparent in the leisure and hospitality industry which provides 14.4 percent of the county's jobs (1,840), but only 7.0 percent of the county's wages. The lower ratio in this industry is also related to a higher percentage of part-time and seasonal jobs.

2004 employment and wage distribution by industry in Shawano County

	Employment		Total payroll	
	Annual average	1-year change		
Natural Resources	462	-18	\$ 13,309,283	
Construction	508	-15	\$ 14,626,844	
Manufacturing	2,329	128	\$ 77,516,939	
Trade, Transportation, Utilities	2,625	180	\$ 63,940,184	
Information	suppressed	suppressed	suppressed	
Financial Activities	438	-1	\$ 12,910,838	
Professional & Business Services	516	-4	\$ 13,857,347	
Education & Health	2,212	14	\$ 60,757,166	
Leisure & Hospitality	1,840	-39	\$ 22,533,997	
Other services	396	2	\$ 4,991,404	
Public Administration	1,202	68	\$ 29,021,909	
Not assigned	suppressed	suppressed	suppressed	
All Industries	12,791	304	\$ 319,658,468	

Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Shawano County

Establishment	Product or Service	Size (Dec. 2004)
County of Shawano	Executive & legislative offices, combined	250-499 employees
Shawano-Gresham School District	Elementary & secondary schools	250-499 employees
Mohican North Star Casino	Casinos, except casino hotels	250-499 employees
Little Rapids Corp	Paper, except newsprint, mills	250-499 employees
Stockbridge-Munsee Com Band Mohican	Tribal governments	250-499 employees
Shawano Medical Center Inc	Gen. medical & surgical hospitals	250-499 employees
Wal-Mart Associates Inc	Discount department stores	250-499 employees
Aarrowcast Inc	Iron foundries	250-499 employees
Wittenberg-Birnamwood School	Elementary & secondary schools	250-499 employees
Owens Forest Products Co	Wood window & door mfg.	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Shawano County

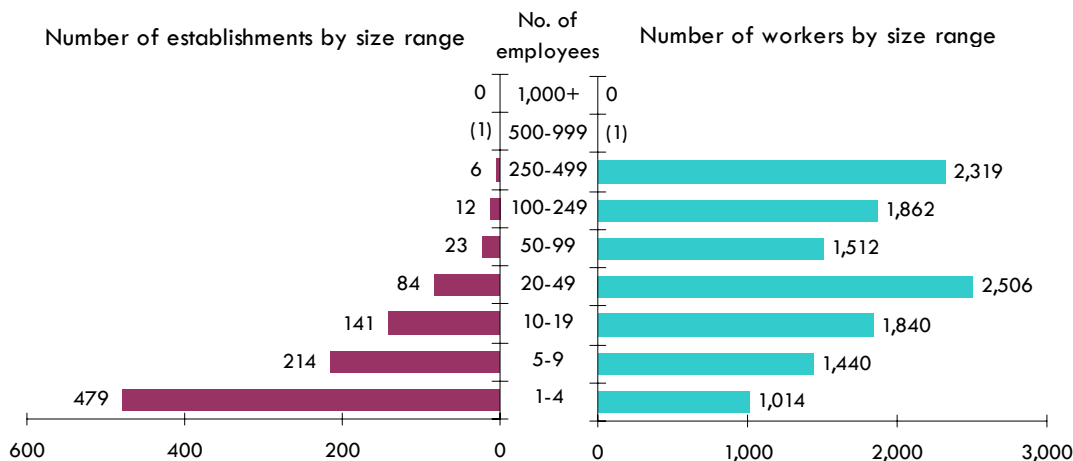
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Educational services	9	1,115	230	94
Executive, legislative, & gen government	36	1,067	78	139
Food services and drinking places	73	859	9	-77
Wood product manufacturing	16	703	32	121
Amusement, gambling & recreation ind	14	585	-21	-63
Nursing and residential care facilities	10	541	95	92
General merchandise stores	6	405	8	68
Merchant wholesalers, nondurable goods	17	397	4	185
Paper manufacturing	*	*	not avail.	not avail.
Ambulatory health care services	32	378	-7	190

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Shawano County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Shawano County has about the same percentage of jobs in manufacturing as the state (18 percent), but more than the nation, (11 percent). Although only one in six workers is employed in manufacturing, three of the county's largest employers and two of the largest industries are from manufacturing.

The top ten employers list includes both county and tribal government and two of the county's school districts. It is not unusual for government services and schools to be in the ten largest employers group. These employers are limited in number and provide services to large sectors of the population. Therefore, they tend to have a concentrated number of workers. Also included among the largest employers and industries is the casino. This is a part of the amusement, gambling and recreation industry which is included as one of the top ten industries in the county.

The graph on the bottom of this page indicates that the majority of the county's employers are small with fewer than 9 employees (72.3 percent), however, they only provide 19.6 percent of the county's jobs. Just over one-third of the county's jobs are with employers having at least 100 employees. This group of employers represent just under two percent of the county's employers.

Per Capita Personal Income

One other aspect of looking at the economy of a county is the per capita personal income (PCPI) in the county. Because the income is derived from all sources, it tells more than just what wages or types of jobs are available. The latest PCPI available is for the year 2003. PCPI in Shawano County was \$23,941. The county's PCPI ranks 49th among the state's 72 counties in amount and 56th in its five-year growth rate. PCPI in the county was \$6,744 below the state, and \$7,531 less than the national average.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from holdings, accrued interest, rental property income, retirement benefits, social security and other government transfer payments.

The ranking of the county's PCPI is relatively low in the state. The lower ranking is due in part because Shawano County is primarily rural, and PCPI and average wages in rural counties are generally lower than in larger urban areas.

Total per capita income is influenced by sources of income other than wages. Net earnings make up 68.3 percent of the county's total income. This is very close to the state average which is 69.9 percent. Remaining income in the county comes from dividends, interest, rental property income (13.6 percent) and transfer payments (18.1 percent).

The composition of the county's income is somewhat different than in the state. Although the portion coming from net earnings is similar to the state, average wages in the

county are lower, thus lowering the overall PCPI of the county compared to the state. The county has a greater share of its population above the age 60 and this is apparent when looking at transfer payments. Transfer payments make up over 18 percent of PCPI in Shawano, well above the 14 percent share for the state.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005